

Book Review

“Strategic Human Resource Management and Employment Relations: An International Perspective” – By Ashish Malik

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Strategic Human Resource Management (SHRM) and Employment Relations play vital roles in the success and sustainability of organizations on a global scale. This book helps in understanding the concepts from an international perspective is essential for managing a diverse workforce and navigating the complexities of different labour markets, legal systems, and cultural contexts. It defines Strategic Human Resource Management (SHRM) as an approach that aligns an organization's human capital with its business strategy to achieve sustainable competitive advantage. It involves integrating HR practices and policies with the organization's overall strategic goals and objectives. HR strategies should be in line with the overall business strategy to ensure that HR initiatives support the organization's goals. HR practices should be interconnected and consistent to create a cohesive approach to managing human capital. Anticipating future workforce needs and developing strategies to meet those needs effectively.

It covers attracting, developing, and retaining talent that is very crucial to achieve organizational goals, which includes fostering a positive work environment and providing opportunities for employee growth and development which will help organisation in employees engagement. Also, define establishment of performance standards and metrics helps to evaluate individual and organizational performance. In an international context,

SHRM faces additional complexities due to cultural differences, varying labour laws, economic conditions, and political environments. Some important considerations include:

- It covers the cultural Sensitivity helps HR strategies to respect and align with the cultural norms and values of each country or region of operation.
- It includes Legal and Regulatory Compliance which ensures HR practices comply with the labour laws and regulations of each country, including employment contracts, working hours, leave policies, and employee rights.
- The global Workforce Planning identifies the right mix of skills and talent globally to support the organization's growth and expansion into different markets.
- The diversity and inclusion develops strategies to embrace diversity and foster an inclusive culture that accommodates employees from various backgrounds and cultures.
- Employment Relations refer to the complex interactions and relationships between employers, employees, trade unions, and government bodies within the workplace.
- It encompasses aspects like collective bargaining, employee

rights, labour laws, and dispute resolution.

It explores the concept of collective bargaining means negotiating employment terms and conditions between employers and employee representatives (e.g., unions). Employee Rights and Participation: Ensuring fair treatment, protection of rights, and involving employees in decision-making processes. Conflict Resolution: Addressing conflicts and disputes effectively to maintain a harmonious work environment. Compliance with Labor Laws: Adhering to local and international labour laws, regulations, and standards. Industrial Relations Strategy: Formulating strategies to manage relationships with trade unions and employee groups.

In summary, both Strategic Human Resource Management and Employment Relations are critical for organizations operating internationally. Adapting and aligning HR strategies and employment relations practices to suit diverse contexts is essential for achieving organizational success and maintaining positive relationships with employees and stakeholders worldwide.